

regulations and other legal barriers that have, until now, limited the deployment of drones domestically. Before this technology is deployed along the border and elsewhere within the United States, Congress must put in place common sense protections that ensure that the privacy and due process rights of Americans are protected. For example, drones should not be deployed for open ended surveillance or law enforcement purposes. If a drone will intrude on reasonable privacy expectations, a warrant should be required. Legal protections should be put in place that clearly outline how personally identifiable information is collected and retained by a drone program. The process by which our country develops these policies and protections should be transparent and include all stakeholders.

This technology has the capacity to dramatically change the character of public life in our country. We must ensure that a legal structure is put in place that will allow us to reap the benefits of this technology, while still preserving the freedoms and values that make our country great.

INTRODUCING THE SES REFORM ACT OF 2012

HON. JAMES P. MORAN
OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES
Wednesday, June 27, 2012

Mr. MORAN. Mr. Speaker, I rise today to introduce the Senior Executive Service Reform Act of 2012. To put it simply, this bill will make the Senior Executive Service more attractive to senior General Schedule employees by reforming SES compensation, improving SES career management, reforming the SES hiring process, and increasing diversity within the SES.

Today approximately 64 percent of the nearly 7,100 Senior Executives will be eligible to retire by 2016. According to officials at the Office of Personnel Management (OPM), there are insufficient numbers of candidates to replace outgoing Senior Executives. The Senior Executive Service is not broken, but needs reform to continue to attract, retain, develop and reward our nation's most talented civil servants.

Although Senior Executives can earn more at the upper ranges, lower-level Senior Executives have significant pay overlap with upper-level GS-14 and 15 employees, who receive locality and overtime pay. Pay compression, as the phenomenon is known, reduces the attractiveness of joining the SES, where employees work longer hours and are more susceptible to being geographically relocated.

To address pay compression, this bill would provide an automatic pay raise equal to the annual average GS pay raise for any SES that receives a "fully successful" rating. Additionally, this bill would allow Senior Executives to count performance awards and bonuses towards their High-3 annuity calculation. Each reform is intended to alleviate pay compression, making the SES more financially attractive for high-performing GS employees.

Mr. Speaker, more attention needs to be given to ensuring that Senior Executives receive continuing professional development throughout their careers. This bill will require each agency to establish onboarding pro-

grams for newly appointed Senior Executives. Agency programs must include an overview of the mission, priorities, strategic plan of the agency and the roles and responsibilities of the new appointee.

To improve the hiring process, agency heads will also be required to advertise vacancies for a sufficient period of time to allow a larger pool of applicants to apply. The bill will reduce the exhaustive amounts of paperwork that needs to be submitted into a more manageable process that will allow agencies to provide timely notification to applicants regarding the status of their application.

Finally, I am proud that this bill will require each agency to create plans to increase diversity within their agencies. The plan, which will need to be updated biennially, will maximize the opportunities for the appointment of minorities, women and individuals with disabilities to the SES.

Mr. Speaker, I am proud to introduce the SES Reform Bill of 2012 with my colleagues Representatives GERRY CONNOLLY and CHRIS VAN HOLLEN, who have been such great leaders on federal employee issues.

RECOGNIZING THE OUTSTANDING PUBLIC SERVICE CONTRIBUTIONS OF RETIRING ARMY CORPS OF ENGINEERS OFFICIAL MARIE MCCULLOUGH

HON. MARK S. CRITZ
OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES
Wednesday, June 27, 2012

Mr. CRITZ. Mr. Speaker, I rise to celebrate the distinguished career of a devoted public servant, steadfast patriot and personal friend of mine. On June 30, 2012, Marie McCullough will transition into retirement after 29 years with the Army Corps of Engineers and over 33 years as a federal government employee. Marie has spent the last three-plus decades strengthening our communities and inspiring public trust in government.

Marie began her career in the federal government with the IRS. From there, she went to work for the Army in Nuremberg, Germany as a Payroll Liaison Clerk and Lead Military Personnel Clerk. In 1983, Marie joined the Army Corps of Engineers. She worked in the Corps' Pittsburgh District office for several years in a number of different capacities before joining the Programs and Project Management Branch in 2007. While working in Project Management, she adeptly managed several critical Environmental Infrastructure Programs, including the Section 313 South Central Pennsylvania Environmental Infrastructure Program. Under Marie's stewardship, this program—which was created by my mentor and predecessor, the late Congressman John P. Murtha—provides grant funding for numerous water-related environmental infrastructure and resource protection projects.

Marie managed more than 30 projects involving over \$28 million during her 5 years in Project Management. Furthermore, when the American Recovery and Reinvestment Act (ARRA) became law in 2009, she managed \$8.5 million of additional funds to further assist our communities throughout southwestern Pennsylvania.

Through her energetic and agreeable personality, Marie has served as a skilled com-

munity liaison for the Army Corps of Engineers and has done a great deal to improve southwestern Pennsylvania's environmental infrastructure and resource conservation capacity. The impact of her outstanding work will undoubtedly continue to be felt throughout our region for years and years to come.

Mr. Speaker, we should all strive to emulate the passion and skill Marie has exhibited throughout her long and successful career in public service. I wish her the best of luck as she begins a new chapter in her life.

HONORING SHAUNTIERA DOUGLAS ON THE OCCASION OF HER NA- TIONAL TITLE

HON. STEVEN R. ROTHMAN
OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES
Wednesday, June 27, 2012

Mr. ROTHMAN of New Jersey. Mr. Speaker, today I rise to recognize Ms. Shauntiera Douglas, a resident of Garfield, New Jersey, and a fine young scholar-athlete on the occasion of her earning a national title at the New Balance Nationals Track and Field Championship. Ms. Douglas, a senior at Garfield High School, placed first in javelin at Nationals on June 15th and 16th.

Inspired by the memory of her niece, Destynne, Ms. Douglas has achieved great recognition in athletics in both Track and Field and basketball. Shauntiera was named "Female Athlete of the Week" by the Bergen Record this past February for her leadership and performance on Garfield High School's girls basketball team, in addition to numerous accolades in her main sport, javelin.

Ms. Douglas won her first javelin state championship this past year at the New Jersey State Meet of Champions, throwing 150 feet and 3 inches. Her championship is Garfield High School's first javelin state championship and only the second track and field championship in the history of the school.

Shauntiera's most important honor, however, came just one month ago at the New Balance National Track and Field Championship in North Carolina, where she threw 148 feet 7 inches, a full 9 inches further than her next competitor, to capture the national championship, beating out the previous record-holder. This high honor is a fitting finish to an impressive, undefeated season.

Mr. Speaker, today I rise to congratulate Shauntiera on her state and national championship titles. Her accomplishments on the field demonstrate her commitment to her team, her love of her sport, and her determination to succeed. I join with all of my constituents in New Jersey in honoring her achievements and wishing her continued success in her athletic and academic endeavors.

OBAMACARE

HON. PHIL GINGREY
OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES
Wednesday, June 27, 2012

Mr. GINGREY of Georgia. Mr. Speaker, since its creation in 2009, a majority of patients in this country have been united behind